

**STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION**

Meeting of the Commission  
April 24, 2013  
10:00 a.m.

James R. Thompson Center  
Murdock Room - IDHS  
Suite 5-300  
100 West Randolph Street  
Chicago, IL 60601

and

Lincoln Land Training Center  
130 W. Mason Street  
Room 104  
Springfield, Illinois

**MINUTES**

**PRESENT:**

**Commissioners**

In Chicago

Chairman Martin R. Castro  
Robert A. Cantone  
David Chang  
Terry Cosgrove  
Merri Dee (via telephone)  
Nabi Fakroddin  
Lauren Beth Gash  
Rozanne Ronen  
David J. Walsh  
Patricia Bakalis Yadgir  
Diane M. Viverito

In Springfield

Marti Baricevic

**Staff**

Keith N. Chambers  
Michael J. Evans  
LaNade Bridges  
Donyelle L. Gray  
Evelio Mora  
Christine Welninski  
Aja Carr, Coles Fellow  
Ruth Dordoe, Coles Fellow  
Michelle Prasad, Coles Fellow

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**Members of Public:**        Mona Mustafa

**NOTICE:**

Public and closed meetings of the Illinois Human Rights Commission are audio recorded.

**I.        Call to Order**

On April 24, 2013 at 10:00 a.m., Chairman Martin R. Castro called to order a meeting of the Illinois Human Rights Commission.

Pursuant to the Illinois Open Meetings Act, 5 ILCS 120/1 et seq., it was determined that:

- 1) A quorum of the public body was present at the meeting. Prior to the meeting, Commissioner Dee gave notice to the General Counsel and Secretary of the Public Body, Donyelle Gray, that she would be unable to be physically present at the meeting. Commissioner Dee requested to participate via telephone. A motion to allow Commissioner Dee to participate via telephone was made by Commissioner Nabi and seconded by Commissioner Walsh. Motion carried 10-0.
- 2) Commissioner Gash arrived at the meeting at 10:20 a.m, after approval of the minutes.

**II.        Consideration of Minutes**

February 27, 2013

The Commission voted to approve the minutes of the February 27, 2013, meeting as amended. The February 27, 2013 minutes were amended to reflect that Chairman Castro moved to adjourn the February 27, 2013 meeting, and Commissioner Cosgrove had seconded the motion. Motion to approve the minutes as amended made by Commissioner Nabi and seconded by Commissioner Walsh. Motion carried 11-0.

**III.        Acknowledgment of Commissioner Marylee V. Freeman**

Chairman Castro and Director Chambers acknowledged the recent passing of long-time Commissioner Marylee V. Freeman, and spoke of her dedicated service to the State of Illinois. The Commission observed a moment of silence in honor of Commissioner Marylee V. Freeman.

**IV.        Chairman's Report**

*Martin R. Castro, Chairman*

Chairman Castro reported that he spoke with and Jerry Stermer, the Director of the Office of Management and Budget. The Chairman informed the Commission that an

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additional \$100,000 has been requested for the FY14 budget. An supplemental request of \$50,000 for FY13 was requested to cover union wages.

The Chairman reported that Commissioners with expired terms have been re-appointed and one new Commissioner, Lauren Beth Gash, was appointed.

The Chairman reported that he is currently working with Housing and Urban Development (“HUD”) on the issue of the Commission receiving payment for HUD Fair Housing Cases filed with the Commission.

The Chairman reported that he accompanied Governor Quinn on a trade mission to Mexico.

The Chairman reported that he attended the Spring meeting of the Prevent School Violence Illinois Coalition with Commissioner Yadgir. Commissioner Yadgir also gave a brief overview of the meeting. The Chairman provided materials from the meeting to staff to be distributed to the Commissioners upon request.

The Chairman reported that he attended the South Asian American Legal Summit. One of the issues discussed at the summit was bullying.

Chairman Castro acknowledged newly appointed Commissioner Lauren Beth Gash upon her arrival to the meeting. Commissioner Gash introduced herself and all welcomed her to the Commission.

**V. Staff Reports**

*A. N. Keith Chambers, Executive Director*

Mr. Chambers reported on the Illinois General Assembly FY14 appropriations hearings. Mr. Chambers reported that the meetings went well and that the Commission is now waiting for to see if the funding requests will be met. Mr. Chambers also thanked the Coles Fellows, Aja Carr, Ruth Dordoe and Michelle Prasad, for their help at the hearings.

Mr. Chambers reported there is no pending legislation in the General Assembly impacting the Commission.

Mr. Chambers announced that he will be a keynote speaker at a luncheon for the Illinois Municipal Human Relations Association on May 2, 2013.

*B. Dr. Ewa I. Ewa, Chief Fiscal Officer*

Dr. Ewa reported that he is currently calculating the amount of back pay owed to HRC staff for FY13. Dr. Ewa further reported that there is currently no money in the budget

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for the back pay. Hopefully, the supplemental budget request will be approved by the end of the fiscal year to satisfy the back pay.

Dr. Ewa reported that FY12 step increases have also not been paid to the HRC staff. The Commission has not been advised by the Governor's Office of Management and Budget as to the payment of the FY12 increases.

Dr. Ewa will provide a progress report on the back pay issue at the next Commission meeting.

*C. Michael J. Evans, Chief Administrative Law Judge*

Judge Evans submitted the Administrative Law Section's statistics for the month of March 2013.

Judge Evans announced that Deputy Chief Administrative Law Judge Reva Bauch has been appointed to the Board of the Attorney Registration and Disciplinary Committee.

*D. Donyelle L. Gray, General Counsel*

Ms. Gray reminded the Commissioners of the upcoming May 1, 2013, deadline for filing of Statements of Economic Interest with the Secretary of State and that as Ethics Officer she needed to review the Statement before the Commissioners filed it.

Ms. Gray also reminded the Commissioners to complete their 2013 Ethics Training, and requested they all do so by the end of June 2013. She further reminded the Commissioners to ensure that they turn in their timesheets to OGC staff.

Ms. Gray announced that changes to certain provisions of the Illinois Human Rights Act proposed by the Illinois Chamber of Commerce died in committee, and that she would advise if the Chamber proposed any new amendments to those or other provisions of the Act.

Finally, Ms. Gray acknowledged and thanked the Commission's Spring 2013 Coles Fellows, Aja Carr, Ruth Dordoe, and Michelle Prasad, for their hard work and contributions to the agency.

**VI. Substantive Matters Presented to Commission *En Banc* for Determination**

**A. Pro Se Complainant Mona Mustafa's Emergency Motion (Section 5300.835) For the Illinois Human Rights Commission to Consider this Case Instantly, as the Commission's Order Has Been Violated.**

*Mona Mustafa v. NSI International, Inc.*

Charge No.: 2010CF2063

ALS No.: 12-0574

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The Commission voted to strike the Motion on the grounds that the Commission lacked jurisdiction to consider the Motion on its merits, because the matter was still pending before an Administrative Law Judge, who had not yet issued a Recommended Order and Decision in the matter, and thus the matter was prematurely presented to the Commission. Motion to strike made by Chairman Castro and seconded by Commissioner Nabi. Motion carried 12-0.

**B. Motion for Extension of Time to File Petition for Rehearing En Banc**

*Christopher Cross v. Oak Forest Hospital of Cook County*  
Charge No.: 2005CF0396                      ALS No.: 06-304

The Commission voted to grant the Motion and granted the Petitioner an additional 30 days to file his Petition for Rehearing En Banc. Motion made by Chairman Cosgrove and seconded by Commissioner Nabi. Motion carried 12-0.

**VII. New Business**

The Commission officially acknowledged the Spring 2013 Coles Fellows, Aja Carr, Ruth Dordoe and Michelle Prasad. The Chairman presented each Fellow with a Certificate signed by Governor Pat Quinn.

**VIII. Unfinished Business**

None

**IX. Executive Session**

None.

**X. Adjournment**

The meeting was adjourned at 10:42 a.m. Motion made by Chairman Castro, seconded by Commissioner Cosgrove. Motion carried 12-0.

Respectfully submitted,

Donyelle L. Gray  
General Counsel